

PROVINCE OF SASKATCHEWAN



09-10

ANNUAL REPORT

**SASKATCHEWAN LABOUR
RELATIONS BOARD**



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Published by Authority of The Honourable Rob Norris,
Minister of Advanced Education, Employment and Labour

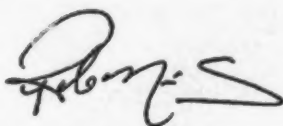
Letters of Transmittal



The Honourable Dr. Gordon L. Barnhart
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2010.



Rob Norris
Minister of Advanced Education, Employment and Labour



The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour

Dear Sir:

It is my pleasure to provide you with the Annual Report of the Saskatchewan Labour Relations Board. It covers the period commencing April 1, 2009 and ending March 31, 2010.



Kenneth Love, Q.C.,
Chairperson
Labour Relations Board

Labour Relations Board

The Labour Relations Board came into existence in 1944 with passage of *The Trade Union Act*, S.S. 1944 (2nd Sess.) c. 69. Although the *Act* has often been amended, most recently in 2008, the basic concept of the Board has not changed. The Board is an independent, quasi-judicial tribunal charged with the responsibility of adjudicating disputes that arise under *The Trade Union Act*. It does this principally through public hearings and written decisions.

The Board's decisions are final and binding upon the parties. There is no appeal, and review by the courts is strictly limited.

The *Act* presently provides for a board composed of a chairperson and up to two vice-chairpersons and an unspecified number of members. All members of the Board, including the chairperson and vice-chairperson, are appointed by the Lieutenant Governor in Council. The chairperson and vice-chairperson are full-time members of the Board. The remaining members are appointed and paid on a per diem basis when their services are required.

The Board is a representational Board. This means that all members of the Board, with the exception of the chairperson and vice-chairperson, are representatives of employees or employers. The chairperson and vice-chairperson are neutral and are lawyers. The Board reports to the Minister of Advanced Education, Employment and Labour for the Province of Saskatchewan. The Minister is obligated by *The Trade Union Act* to provide the Board with the requisite staff and facilities. The Board operates independently from the government, its departments and agencies. The chairperson, vice-chairperson and all members of the Board are required by the *Act* to take an oath of impartiality in the performance of their office.

The Board's offices and staff are located at 1600 - 1920 Broad Street, Regina. The Board also maintains a hearing room in Saskatoon. The staff of the Board is composed of the Board Registrar, Senior Industrial Relations Officer/ Investigating Officer, Executive Assistant to the Chairperson and two clerical positions. The chairperson or the vice-chairperson is appointed to act as Executive Officer of the Board. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The composition of the Board for 2009-2010 was:

Kenneth Love, Q.C. – Chairperson

Kenneth G. Love Q.C. was appointed as Chairperson and Executive Officer of the Board in March of 2008, replacing James Seibel who had served as Chairperson of the Board since October of 2003. Mr. Love obtained a Bachelor of Arts degree from the University of Regina in 1970 and his law degree from the University of Saskatchewan in 1971. Since obtaining his law degree, Mr. Love has been employed as counsel to the then Department of Municipal Affairs and the City of Regina. Prior to his appointment, Mr. Love was in private practice in Regina. Mr. Love was designated as a Queen's Counsel in 1989.

Steven Schiefner – Vice-Chairperson

Steven Schiefner was appointed Vice-Chairperson of the board in August of 2008. Mr. Schiefner obtained his law degree from the University of Saskatchewan and has been a practicing solicitor since 1994. Prior to that, Mr. Schiefner attended the Alberta College of Arts in Calgary, Alberta, where he studied Commercial and Fine Art, and the University of Regina, where he studied Business Administration and completed his pre-law requirements. Prior to his appointment to the Board, Mr. Schiefner was the City Solicitor for the City of Moose Jaw, a position he had held for over 11 years.

Bruce McDonald

Bruce McDonald was appointed to the Board in 1974 as a member representing employees. Mr. McDonald is a retired business agent for the International Brotherhood of Painters and Allied Trades, Local Union 1996. He is a past president of the Canadian Federation of Labour (Sask.).

Gloria Cymbalisty

Gloria Cymbalisty was appointed to the Board in March of 1992 as a member representing employees. She is self-employed as an industrial relations consultant. She was formerly a representative for the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union.

Gerry Caudle

Gerry Caudle was appointed to the Board in March of 1994 as a member representing employees. Mr. Caudle had previously served in the same capacity during the 1980s. He is a retired representative with the Canadian Union of Public Employees.

Brenda Cuthbert

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms. Cuthbert is the Vice President of Human Resources for the Siemens Transportation Group Inc.

Donna Ottenson

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. A lifetime member of the Saskatchewan Union of Nurses, Ms. Ottenson is a retired Registered Nurse who continues to work part time as an Employment Relations Officer with her union.

Hugh Wagner

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary of the Grain Services Union (GSU), International Longshore and Warehouse Union, Canada (ILWU-Canada). Prior to joining the GSU, Mr. Wagner worked in the service sector, the construction industry, and the provincial civil service in Saskatchewan. Mr. Wagner holds a Bachelor of Arts (Honours) and Masters Degree in Political Science from the University of Saskatchewan (Regina Campus). Mr. Wagner is a member of the Board of Directors of the Western Transportation Advisory Council, a past Vice-President of the Saskatchewan Federation of Labour, a member of the Executive Board of the ILWU-Canada, a member of the Board of Directors of the Saskatchewan Labour Market Commission and a member of the Board of Directors of Enterprise Saskatchewan.

Duane Siemens

Duane Siemens was appointed to the Board in 2001 as a member representing employees.

Mr. Siemens is a retired millwright from Erco Worldwide. Mr. Siemens was formerly the president of CEP Local 609, Secretary and Vice-President of the Saskatchewan Federation of Labour, and past President of the Saskatoon & District Labour Council.

Clare Gitzel

Clare Gitzel was appointed to the Board in July of 2001 as a member representing employers. Mr. Gitzel was formerly employed with a major mining company as Manager of Human Resources and Northern Affairs. He presently provides consulting services in the human resources and administration fields.

Joan White

Joan White was appointed to the Board in July of 2001 as a member representing employers.

Ms. White has been employed by the University of Saskatchewan for 35 years. Her areas of specialization have included human resource management, labour relations and government relations; and she has taught labour relations at the Edwards School of Business (College of Commerce). Her current appointment is with the University as Government Relations Officer.

Maurice Werezak

Maurice Werezak was appointed to the Board in July of 2001 as a member representing employees. Mr. Werezak is a past Vice-President of the Saskatchewan Federation of Labour and is President of United Food and Commercial Workers, Local 248-P. Mr. Werezak is a labour representative on the Employment Insurance Appeal Committee and is employed at Mitchell's Gourmet Foods.

Marshall Hamilton

Marshall Hamilton was appointed to the Board in July of 2002 as a member representing employers. Mr. Hamilton is the Senior Director, Human Resources with Evraz Inc. Mr. Hamilton has been working in the human resources field for 27 years in various industries including forestry, government, potash mining, and steel and pipe manufacturing.

Michael Wainwright

Michael Wainwright was appointed to the Board in July of 2002 as a member representing employers. Mr. Wainwright is the Director, HR Business Development for ISM Information Systems Management Canada Corporation (ISM Canada). Mike has held HR positions in the retail and wholesale sectors as well as in the manufacturing sector. He also is the owner of MJWainwright Labour Relations Consulting Inc.

John McCormick

John McCormick was appointed to the Board in July of 2002 as a member representing employees. Mr. McCormick retired from his position as Transit Operator with the City of Regina after 31 years of service and is Past President of the Amalgamated Transit Union Local 588, having held the position of President for 18 years. Mr. McCormick is a member of the Regina Civic Pension Board. Mr. McCormick was formerly an ATU Canadian Council Executive Board Member. Mr. McCormick is also the owner of McCormick Labour Solutions.

Ken Ahl

Ken Ahl was appointed to the Board in July of 2004 as a member representing employers. Mr. Ahl worked for 34 years for Comstock Canada Ltd. and retired in 2003 as the manager of their Saskatchewan office. He has also been active in the construction industry with the CLR – Construction Labour Relations Association of Saskatchewan Inc. and CODC – Construction Opportunities Development Council Inc.

Kendra Cruson

Ms. Cruson is the Past-President of CAFÉ Regina (Canadian Association of Family Enterprise), a not-for-profit organization promoting the well-being and understanding of families in business together. Ms. Cruson's background includes Business Administration, Human Resources and Interior Decorating. Ms. Cruson owns and operates fashionologie home & body, a Custom Home Furnishing and Design Studio in Regina featuring Canadian original works of art. Kendra serves as Co-President of the Cathedral Village Business Association and volunteers for various other organizations in Regina and district. Kendra has been a member of the Saskatchewan Labour Relations Board since July of 2005 as an employer side representative. She was recently reappointed for her second term.

The Trade Union Act

Shawna Colpitts

Shawna Colpitts was appointed to the Board in August of 2007 as a member representing employees. Ms. Colpitts is the current Director of Political Action & Education with SEIUWEST. Prior to this, she was a National Representative for SEIU Canada and was responsible for projects such as provincial collective bargaining for health care providers employed within affiliated Regional Health Authorities and Saskatchewan Association of Health Organizations. Shawna initially began her employment with an SEIU Local in 1994 and, since this time, has acted as an advocate for a wide variety of classifications of health care providers, as well as employees within affiliated community based organizations. In addition, Shawna presently serves as a board member on the Human Resource Council for the Voluntary Sector Council. Shawna holds General Bachelor of Arts and Bachelor of Law degrees and has focused on labour relations throughout both her employment and education.

Elma Shoulak

Elma Shoulak was appointed to the Board in August of 2007 as a member representing employers. Ms. Shoulak works as the Senior Vice President of Human Resources for the Saskatchewan Indian Gaming Authority Inc. Prior to joining SIGA, Ms. Shoulak was the Vice President of Human Resources and Aboriginal Affairs with Casino Regina and Casino Moose Jaw. Ms. Shoulak holds certificates from Queen's University in Human Resources Development and Organizational Development and is a member of the Ochapowace First Nation.

In Canada, legislative jurisdiction over industrial relations has, since a ruling of the Supreme Court of Canada in 1925, fallen largely under provincial jurisdiction. Fortunately, the potential this presented for legal fragmentation was offset by varying combinations of inter-provincial management and union structures, common history and common day-to-day economic and political conditions. The result is a remarkable commonality of core principles and procedures in all 11 Canadian jurisdictions.

The main features of Saskatchewan's *Trade Union Act*, like its counterparts in all other Canadian jurisdictions, may be summarized as follows:

- traditional courts are replaced by a specialized, quasi-judicial tribunal with exclusive and binding jurisdiction over the matters assigned to it by *The Trade Union Act*;
- common law of conspiracy and restraint of trade is abolished insofar as it applies to employees who bargain collectively;
- the majority of employees determine for all employees in a group whether they will bargain collectively and, if so, through which union;
- an employer is required to recognize the union chosen by the majority of its employees as their exclusive representative for the purpose of bargaining collectively;
- the employer and the union are required to bargain in good faith with a view to concluding a collective bargaining agreement;
- a number of unfair labour practices are created to protect employees and unions from any attempt by the employer to interfere with their rights;
- strike and lock-out activity is regulated, but not prohibited;

- specific issues, such as union security, technological change, conciliation, voting procedures and religious exclusions are addressed; and
- remedial and enforcement procedures are included in the statute.

In short, the *Act* provides the legal framework for collective bargaining, along with a procedure for adjudicating disputes and enforcing rights and obligations. *The Trade Union Act*, like its counterparts in all other Canadian jurisdictions, does not attempt to prohibit economic conflict between employees and employers, but only to control it. It does not attempt to regulate the outcome of collective bargaining, but merely the process to be followed.

The function of the Labour Relations Board within this statutory framework is to identify the parties which will participate in collective bargaining, and to monitor the procedural aspects of the bargaining process. Under *The Trade Union Act*, the Board is not required to follow all of the formal rules of procedure that have been developed in courts of law.

The Board attempts to conduct its hearings in a way that will make them accessible to representatives of the parties who have no legal training, and which will allow the Board to identify the issues which are genuinely in dispute.

The Construction Industry Labour Relations Act, 1992

Passed in 1992 and amended in 2000, *The Construction Industry Labour Relations Act*, 1992, S.S. 1992, c. C-29.11, provides for a system of collective bargaining in the building trades between organizations representing groups of contractors and the construction unions. The supervision of this statutory system is conferred on the Board under the legislation. At the time of this Report's publication, amendments to the *Saskatchewan Construction Industry Labour Relations Act*, 1992, were pending (Bill 80).

The Health Labour Relations Reorganization Act

Passed in 1996, *The Health Labour Relations Reorganization Act*, S.S. 1996, c. H-0.03, appointed a commissioner to examine the organization of labour relations between health sector employers and employees in the Province. The Dorsey Commission report was submitted, and *The Health Labour Relations Reorganization (Commissioner) Regulations*, R.R.S., c. H-0.03, Reg. 1 came into force, in January, 1997.

The legislation confers upon the Board the power to make orders for the purpose of carrying out the intent of the legislation and respecting any matter arising out of the reorganization of labour relations in the health care sector not addressed in the Regulations.

The Public Service Essential Services Act

The *Public Service Essential Services Act* came into force on May 14, 2008. Under that *Act*, the Board is authorized to determine the number of employees that will be deemed as essential services, in the event that the Employer and the trade union representing those employees is unable to reach an Essential Services Agreement which specifies which employees are essential services employees in the event of a work stoppage. The legislation also provides the framework for the parties to amend any Essential Services Agreement, if Board intervention is sought by either party. Rules of practice and procedure were placed into the Gazette during the summer, and may be viewed on the Board's website.

Budget Summary

The total budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2010 was \$1,001,000. The actual sum expended by the Board during the fiscal year was \$ 855,445, representing an under-expenditure of 15 % as compared to budget and an 18.7 % reduction as compared to actual expenditure for the previous fiscal period. The Board continues to display competence in its ability to manage resources efficiently. Given the reality that the Board is unable to control or predict the nature or number of applications put before it, the relationship of expenditure to budgetary allocation cannot be guaranteed from year to year, but is closely monitored. It is also notable that the Saskatchewan Labour Relations Board will be hosting the National Conference of Labour Boards in August of 2011.

Summary of Board Activity for 2009-2010

I am pleased to present to the Legislative Assembly and to Saskatchewan residents a summary of the activities of the Saskatchewan Labour Relations Board (the "Board") for the 2009–2010 fiscal period. The Board is an independent, representational, quasi-judicial tribunal responsible for the interpretation and application of the *Trade Union Act*, *The Construction Industry Labour Relations Act*, and *The Public Service Essential Services Act*.

Since my appointment as the Chairperson of the Board, two years ago, it has been my commitment to ensure that the Board achieves its statutory mandate, while at the same time finding means of significantly reducing the number of outstanding cases, and providing parties with a resolution of issues on a more timely basis. The Board has made significant progress towards this ongoing goal.

The number of applications/complaints received by the Board in 2009-10 was below average, and with the uncertain economic climate, it is difficult to predict at this time what the volume may be in 2010–11. We have reduced the backlog of cases awaiting disposition from the Board significantly in the past year. Those efforts will continue into the next fiscal period.

The Board successfully brought a new case management software system on line which will be the framework for future advances towards our goals of backlog reduction and timely results. This system was instituted by the Board significantly under budget, resulting in significant savings to the people of Saskatchewan. This system will also be of ongoing benefit to the Board in delivering its services in a cost efficient manner in the future.

The Board's main operational priorities for 2010-11 will be to continue its efforts to reduce the number of pending matters and decrease the time the Board takes to process a case from start to finish. To achieve that goal, the Board will continue to work with its new computerized case management system. The

Board is also working to develop new rules of practice and procedure which will assist with the timely resolution of applications to the Board. I am pleased to advise that effective March 31, 2010 there are 97 matters ongoing as indicated in Appendix 8.

I am proud of the progress we have made since my appointment, and I look forward to leading the Board in the achievement of its goals in 2010–11. I am confident that the Board's members and staff will maintain their efforts in the year ahead in order to ensure that the Board remains responsive to the needs of the labour relations community and for the benefit of the people of the Province of Saskatchewan.

Between April 1, 2009 and March 31, 2010, the Labour Relations Board sat for a total of 68 days. A total of 148 applications were received during the fiscal period, but a total of 171 were disposed of either by the Board or through withdrawal or adjournment during the fiscal year. During the course of 2009-2010, 34 certification orders involving 290 employees were issued by the Board. The Board also rescinded 12 orders, affecting 127 employees. Appendix 2 and 3 show these applications; by type of application and disposition.

While Appendix 5 provides a complete listing of all 148 applications brought before the Board during the year, it may be helpful to mention briefly some of the cases that illustrate various issues that faced the Board during this period.

Following the change of Chairperson and Vice-chairpersons, the Saskatchewan Federation of Labour (SFL), Saskatchewan Joint Board, Retail Wholesale and Department Store Union (RWDSU) and the Canadian Union of Public Employees (CUPE) challenged the authority of the government to implement these changes. In *Saskatchewan Federation of Labour et al v. The Government of Saskatchewan, The Department of Advanced Education, Employment and Labour and Labour Relations Board* [2009] SKQB 30, the

plaintiffs challenged the cancellation of Order in Council (O/C) 640/07, which O/C provided for the appointment of the former Chairperson and Vice-Chairperson of the Board. That O/C was cancelled by O/C 98/2008 which appointed the current Chairperson as Chairperson of the Board and Executive Officer and cancelled the appointments made pursuant to O/C 640/07.

In its decision, the Court of Queen's Bench dismissed the case brought by the SFL and other Unions. That decision was appealed to the Court of Appeal.

The Court of Appeal delivered its judgment on March 3, 2010. [2010] SKCA 27. In its decision, the Court of Appeal upheld the decision of the Court of Queen's Bench, relying upon the statutory interpretation of s. 20 of *The Interpretation Act* R.S.S. 1995 I-11.2. That provision was interpreted by the Court as permitting a newly elected government to make changes to appointees to Boards and Commissions upon taking office, including to the Chairperson or Vice-chairperson of the Board.

The Court of Appeal did not agree with the lower Court that s. 19 of *The Interpretation Act* also permitted the Government to make changes on the basis that s. 19 declared all appointments to Boards and Commissions were, unless a contrary intention was stated, were deemed to be "at pleasure". The Court concluded that appointments to the position of Chairperson or Vice-chairperson of the Labour Relations Board were not "at pleasure" appointments and therefore, those appointments could not be terminated pursuant to s. 19 of *The Interpretation Act*.

Over the course of the last fiscal period, the Board processed a number of files of interest. These files involved reconsiderations of previous Board, one concerning abandonment of bargaining rights (Saunders Electric), and another case where the Board reviewed a certification order where there had been a delay of almost 4 years in rendering a decision, during

which time the employer had opened another retail location in which employees had not had any opportunity to determine if they wished to be represented for collective bargaining. Another case of note was a decision of the Board dealing with potential successorship implications arising as a result of the termination of contractual relationships between principal and contractor. Finally of note, the Board heard its first application under the new *Public Service Employees Essential Services Act*, which application included both a jurisdictional and Charter challenge to the legislation.

In **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 529 v. SAUNDERS ELECTRIC LTD.**, (LRB File No. 019-05) a panel of the Board reconsidered its earlier decision which had declared that the principal of abandonment did not apply in the construction industry. In doing so, the Board found that the earlier panel had misconstrued the Court of Appeal ruling in *United Brotherhood of Carpenters and Joiners of America, Local 1985 v. Graham Construction and Engineering Ltd.* 2008 SKCA 67 (CanLII), [2008] S.J. No. 319, 2008 SK CA 67, 71 Admin. L.R. (4th) 259, [2008] 8 W.W.R. 421, 311 Sask. R. 1

On November 6, 2009, Board rendered its decision and determined that the principal of abandonment remained available to be utilized within the construction industry. It found that the IBEW had abandoned its certification granted in respect of Saunders Electric Ltd. The certification was rescinded.

In its decision, the Board focused its inquiry not on the conduct of the Employer as the previous panel had done, but rather on the conduct of the Union in its pursuit of the rights granted to it by the Board by virtue of the certification order. The Board found that on that analysis, the Union had failed to utilize the rights granted to represent employees in the workplace and had therefore, abandoned its rights to the certification order.

The Union applied to the Court of Queen's Bench for review of the Board's decision in respect of this reconsideration. 2010 SKQB 75 (CanLII) In its decision dated February 23, 2010, the Court upheld the Board's decision with respect to both the decision to reconsider the earlier decision, as well as the Board's decision on reconsideration.

In *THE NORTH WEST COMPANY L.P. and TORA REGINA (TOWER) LIMITED o/a GIANT TIGER v. UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1400* (LRB File No. 026-04) the Board also dealt with the reconsideration of an earlier decision of the Board. The Union applied to the Board for certification of a group of employees of the Giant Tiger Store in Regina on February 11, 2004. The Board took 41 months to render its decision in respect of the certification application. It was agreed by both the Court of Queen's Bench and the Court of Appeal that this amount of time to render a decision was "inordinate and unreasonable."

At the time of the application for certification, the Employer operated one Giant Tiger location in Regina, which was Store 405. On or about June 23, 2007, the Employer opened another location in Regina, Store 421. As of the date of the certification Order issued by the Board, Store 421 employed 50 people, including one manager, two department managers and one employee who was employed as an office associate and whom the Employer claimed acted in a confidential capacity.

As at the date of the certification Order, there were a total of 112 people employed at both of the locations operated in Regina: 46 at Store 421 and 66 at Store 405, who could be within the scope of the bargaining unit description.

Also in early June of 2007, prior to the opening of store 421, the North West Company, the parent company of the Employer, reorganized its Canadian operations for tax reasons. That reorganization resulted in Store 405 being

transferred to a Limited Partnership known as the North West Company LP. Store 421 was opened by the North West Company LP and was not, at any time, operated by Tora Regina (Tower) Limited.

The Board determined by its decision dated June 2, 2008 to reconsider the earlier decision and determined that:

A new store had opened in Regina with the result that an additional 47 employees were added to the group of employees which would have been subject to the certification Order; and

There had been a change of ownership of the two stores which would be subject to the certification Order, which was different from the ownership as set out in the certification Order the Board issued in its July 4, 2007.

In its decision dated January 15, 2010, the Board determined, for the reasons set out therein, to order a vote among all of the employees of both stores who would be subject to the certification order for the purpose of allowing those employees to determine if they wished to be represented for collective bargaining pursuant to s. 3 of the Act. The result of that vote was that the employees chose not to be represented and the certification order was rescinded on February 2, 2010.

The Union has applied for judicial review of the Board's decisions in respect of this file.

In *Canadian Union of Public Employees, Local 4836 v. Lutheran Sunset Home of Saskatoon and Regina Lutheran Care Society Inc., et. al.*, (LRB File No. 043-09) the Regina Lutheran Care Society Inc was the owners of a supportive housing facility in Regina called the Broadway Terrace. The Owners entered into a joint venture agreement with Lutheran Sunset Homes of Saskatoon (the "Contractor") to manage and operate the Broadway Terrace. During the term of their

joint venture agreement, the CUPE Local 4836 was certified as the bargaining agent for a unit comprising the employees of the Contractor working at Broadway Terrace. A collective agreement was negotiated. Soon thereafter, the Owner gave notice to the Contractor of its intention to terminate the joint venture agreement and assume full responsibility for management of the facility. As a consequence, the Contractor issued layoff notices to all employees. Subsequently, the Owner hired employees to manage the facility, including 26 former employees of the Contractor. The Union brought an application alleging multiple potential violations of *The Trade Union Act* with the goal of preserving the collective bargaining rights following the termination of the joint venture agreement. In this case, the Board found that, notwithstanding the language used in the joint venture agreement, the nature of the business relationship was that of an association between principal and independent contractor. On the evidence, the Board concluded that the Contractor had effective control over the essential aspects of the employment relations and fundamental control over labour relations in the day to day operation of Broadway Terrace. As a consequence, the Board declined the union's request to designate and add the Owner as an "employer" to the certification Order of the Contractor. The Board also declined the union's request to consider the two (2) respondents (the Owner and Contractor) to be "related" employers pursuant to s.37.3 of *The Trade Union Act*. The Board also determined that the termination of the contractual relationship did not involve the "transfer of a business" within the meaning of s. 37 of *The Trade Union Act*. Finally, the Board concluded that the lay-off of employees resulting from the loss of the management contract was not a "technological change" within the meaning of s. 43 of *The Trade Union Act*. Of interest in this case, the Board scrutinized the history of the relationship and the actual conduct of the parties and looked beyond the words in the business contract to

determine the proper characterization of the business relationships and the application of *The Trade Union Act* to those relationships.

In ***Canadian Union of Public Employees, Local 3967 v. Regina Qu'Appelle Health Region and the Attorney General for Saskatchewan***, (LRB File No. 124-09) the Board heard its first application under *The Public Service Employees Essential Services Act*. In its application, CUPE Local 3967 took issue with the number of employees designated by the Employer as being required to work in the event of a work stoppage pursuant to the legislation. In addition, the union asked the Board to subject to the new legislation to consider the jurisdictional and *Constitutional* validity of specific provisions of the *Act* and/or the legislation as a whole. The Union gave notice of its *Constitutional* challenge and thus the Attorney General of Saskatchewan was joined as a party. The Board concluded that it does not have authority to subject the new legislation to *Charter* scrutiny. The Board found that the narrow authority delegated to the Board by the legislation and the short time frame prescribed in the legislation for the Board to make its determinations (14 days) to be inconsistent with a legislative intent that the Board should entertain complex questions of law in hearing applications before it. With respect to the union's application to vary the number of employees deemed to be essential by the Employer, the Board found that the parties had not engaged in the kind of negotiations and consultations anticipated by the legislation. As a consequence, the Board provided general guidance to the parties to assist them (and potentially others) in negotiating an essential services agreement and directed the parties to engage in further collective bargaining in its reasons dated February 10, 2010.

The Union has applied for judicial review of the Board's decisions in respect of this file.

Highlights: Saskatchewan Labour Relations Board Fiscal 2009-2010

Applications Disposed by Order

Type of Application	Granted	Dismissed	
Amendments	8	1	
Certifications	34	11	
Duty of Fair	1	8	
Excl.Relig		2	
Objection to conduct		1	
Joint Amend	5		
Merg/Amal	1		
Rescission	12	5	
Scope Determination	1		
Successorship	1		
Tech.Changes	1		
Transfer of Obligation	1		
Unfair Labour Practices	6	22	
Reconsiderations	1	2	
	74	50	124

- This does include Orders for Vote or Interims.
- The Board issued 186 Orders in 2009-2010 and will be in the Annual Report.
- In Addition: 46 matters were resolved by Board Registrar/Agent or Withdrawal
- Each Rescission, Merg/Amal has two Orders, an Order for Direction for Vote, and if appropriate and Order cancelling the Certification or Dismissing the Application, and in Merg/Amal., and Order cancelling and a New Order. They are not included above or in Table 7, but total 29 for fiscal period. These Orders are issued simultaneously and do not affect the average days to decision.

Applications Filed

Type of Application		Number
Amendments		9
Certifications		48
Duty of Fair		26
Excl.Relig		3
Objection to conduct		4
Joint Amend		6
Merg/Amal		1
Rescission		11
Scope Determination		1
Successorship		0
Tech.Changes		1
Employee Determination		1
Unfair Labour Practices		25
First Coll. Agreement		4
Reinstatement		2
Monetary Loss		2
Prov. Determination		1
Essential Services		3
Total New Applications		148
Plus:		
Reconsiderations	4	152

Average Number of Days for Certification Votes*

Date of Application to Order
(Direction for Vote) 25 days

Date of Direction for Vote to
Final Order 39 days

Total Average Days from
Application to Certification: 64 Days*

*Filed and completed in fiscal 2009-2010, exclusive of 2008-2009 Applications disposed in 2009-2010, or those which remain open March 31/ 2010.

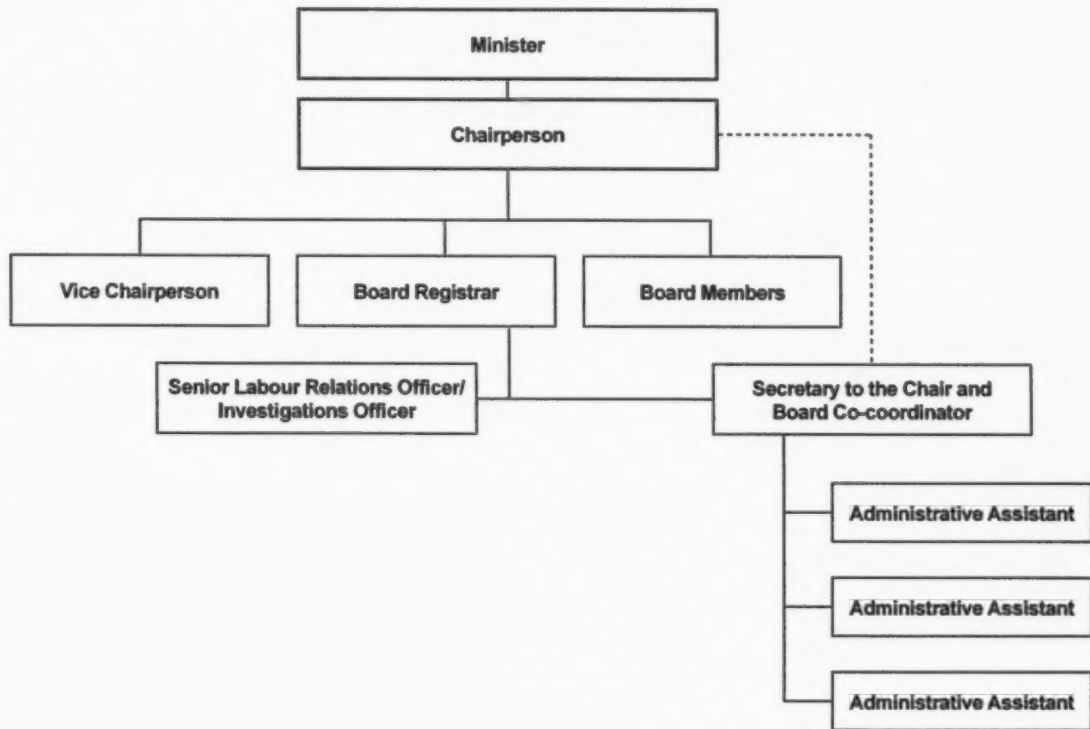
Average Days from Application to Order

Categorized by fiscal period application filed
(Certifications and Rescissions Only)
Fiscal 2008-2009 was the transition year (card
– vote)

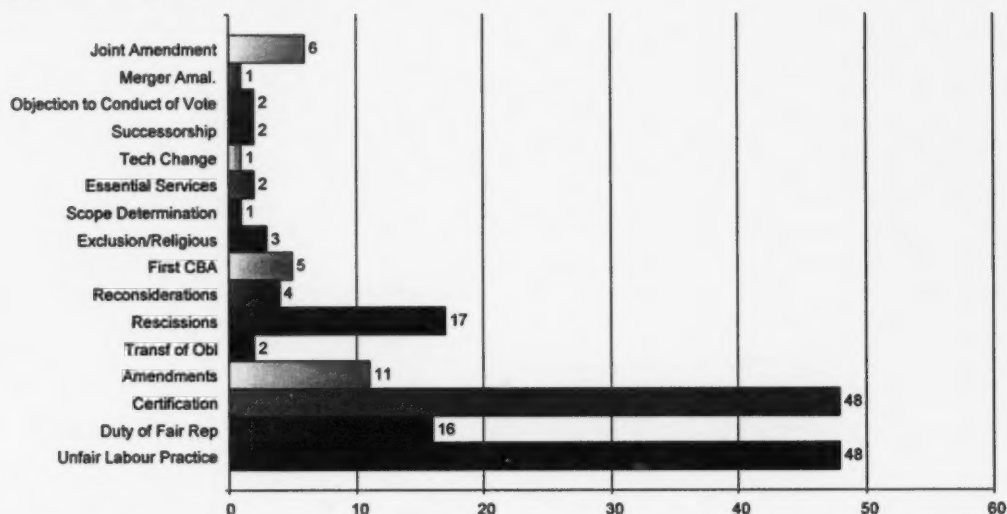
Fiscal Period	Days		
	Cert	Resc	Total Avg.
2001-2002	48	92	70
2002-2003	31	49	40
2003-2004	31	182	106
2004-2005	49	223	136
2005-2006	75	91	83
2006-2007	103	88	96
2007-2008	73	140	106
2008-2009	101	91	96
2009-2010	67	98	83
Average- 9 Yrs*	64	117	91

Appendices

Appendix 1: Labour Relations Board Organizational Chart March 31, 2010



Appendix 2: Applications under *The Trade Union Act*, disposed, by Type of Application, 2009 -2010



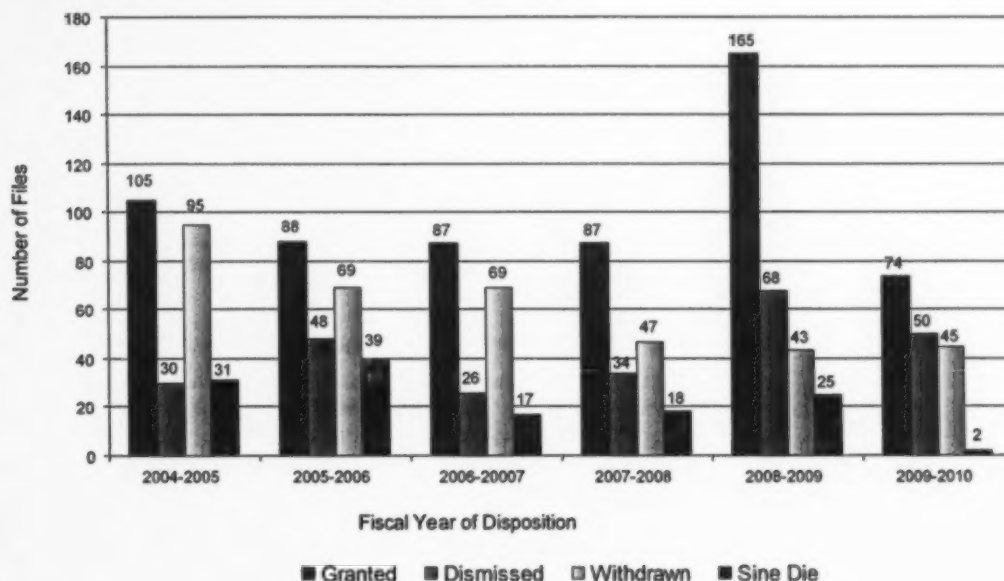
Applications Filed in 2009-2010

148 Applications, 4 Reconsiderations and various Interims (See Appendix 5).

Applications Disposed of during Fiscal 2009-2010

Total Applications*	171
Granted	74
Dismissed	50
Withdrawn	45
Sine Die	2

Appendix 3: Disposition by Fiscal Period



Appendix 4: Applications to the Labour Relations Board under The Trade Union Act, by Disposition 2005-2006 to 2009-2010 (including Essential Services)

	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Total Apps	252	200	193	301	171
Granted	88	87	87	165	74
Dismissed	48	26	34	68	50
Withdrawn	69	69	47	43	45
Sine Die	39	17	18	25	2
	244	199	186	301	171

Appendix 5: All Matters filed with the Board, Fiscal 2009/10
(as per s.21(3)(a) of *The Trade Union Act.*)

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
1	035-09	Duty of Fair Representation	Lucyshyn, Dwayne	Amalgamated Transit Union, Local 615
2	032-09	Rescission	Kachluba, Ricky Stephen	International Union of Bricklayers & Allied Craftworkers, Local 1
3	033-09	First Collective Agreement	SEIUWEST.CA	Bethany Pioneer Village Inc., O/A Birch Manor
4	034-09	Certification	International Brotherhood of Electrical Workers, Local 2038	Lockerbie & Hole Eastern Inc.
5	036-09	Joint Amendment	Service Employees International Union, Local 335	Canadian Office and Professional Employees Union, Local 397 *
6	037-09	Scope Determination	Saskatchewan Government and General Employees' Union	Communications, Energy and Paperworkers Union of Canada
7	038-09	Duty of Fair Representation	The Estate of Lavonne Tuleta	Canadian Union of Public Employees, Local 4737
8	039-09	Rescission	Zakirov, Rinat	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870
9	040-09	Unfair Labour Practice	Amalgamated Transit Union, Local 615	City of Saskatoon
10	041-09	Unfair Labour Practice	Amalgamated Transit Union, Local 615	City of Saskatoon - Utilities Services - Transit
11	042-09	Amendment	International Brotherhood of Electrical Workers, Local 2038	Lockerbie & Hole Eastern Inc.
12	044-09	First Collective Agreement	Health Sciences Association of Saskatchewan	Canadian Blood Services Regina Centre
13	045-09	Rescission	Anderson, Alan	International Brotherhood of Painters and Allied Trades, Local 739
14	043-09	Unfair Labour Practice	Canadian Union of Public Employees, Local 4836	LutherCare Communities
15	046-09	Unfair Labour Practice	Communications, Energy and Paperworkers Union of Canada	Fantastic Cleaning
16	047-09	Certification	Teamsters Local Union No. 395	First Student Canada
17	048-09	Exclusion on Religious Grounds	Picknell, Sarah Lindsey	Saskatchewan Union of Nurses

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
18	049-09	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Ministry of Justice and Attorney General
19	050-09	Certification	Canadian Union of Public Employees, Local 4954	Le Centre Educatif Cooperative Francaise Gard' Amis
20	051-09	Unfair Labour Practice	Barrich Farms (1994) Ltd.	United Food and Commercial Workers, Local 1400
21	052-09	Rescission	Gettle, Myron	Inland Metal Manufacturing
22	053-09	Exclusion on Religious Grounds	Harwood, Sharlene Marie	Canadian Blood Services
23	054-09	Rescission	Katsanis, Gus	Retail Wholesale and Department Store Union
24	055-09	Amendment	Regina Public Library Board	Canadian Union of Public Employees, Local 1594
25	056-09	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Linde Canada Limited
26	057-09	Certification	United Association of Journeyman & Apprentices of the Plumbing & Pipef	PACE Industrial Inc.
27	058-09	Certification	Communications, Energy and Paperworkers Union of Canada	J.V.D. Mill Services Inc.
28	059-09	Duty of Fair Representation	Norris, Ray	Construction and General Workers Union, Local No. 180
29	060-09	Objection to Conduct of Vote	Noble, Andrea et al	United Food and Commercial Workers, Local 1400
30	061-09	Duty of Fair Representation	Kasper, Frank	Saskatchewan Government and General Employees' Union
31	062-09	Certification	Saskatchewan Union of Nurses	Regina Public School Board
32	063-09	Unfair Labour Practice	Canadian Union of Public Employees, Local 1594	Regina Public Library Board
33	064-09	Technological Change	Grain Services Union	Titan Ventures Inc.
34	065-09	Unfair Labour Practice	Saskatchewan Association of Health Organizations	Health Sciences Association of Saskatchewan
35	066-09	Amendment	City of Melville, The	Canadian Union of Public Employees, Local 456
36	067-09	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Ganotec AGI
37	068-09	Certification	United Brotherhood of Carpenters & Joiners of America, Local 1985	TIC Canada

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
38	069-09	Certification	International Brotherhood of Electrical Workers, Local 2038	Ganotec AGI
39	070-09	Duty of Fair Representation	Olbrich, Darrell	Saskatchewan Government and General Employees' Union
40	071-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Affinity Credit Union
41	072-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Barrich Farms (1994) Ltd.
42	073-09	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Saskatchewan Association of Health Organizations
43	074-09	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Saskatchewan Association of Health Organizations
44	075-09	Certification	IATSE, Local 295	A Dog Named Christmas Productions Inc.
45	076-09	Duty of Fair Representation	Granger, Ernest	International Brotherhood of Boilemokers, Local 555
46	077-09	Duty of Fair Representation	MMC	Health Sciences Association of Saskatchewan (HSAS)
47	078-09	Certification	United Food and Commercial Workers, Local 1400	Affinity Credit Union
48	079-09	Certification	United Food and Commercial Workers, Local 1400	Affinity Credit Union
49	080-09	Unfair Labour Practice	Canadian Union of Public Employees, Local 7	City of Regina
50	081-09	Joint Amendment	Canadian Union of Public Employees, Local 342	City of Yorkton
51	083-09	Certification	IATSE, Local 295	Little Mosque Productions IV Inc.
52	084-09	Unfair Labour Practice	XL Foods Inc.	United Food and Commercial Workers, Local 1400
53	082-09	Amendment	Society for the Involvement of Good Neighbours	Saskatchewan Government and General Employees' Union
54	085-09	Joint Amendment	Northwest Regional College	Saskatchewan Government and General Employees' Union
55	086-09	Exclusion on Religious Grounds	Wortman, Gerald Douglas	Teamsters Local Union No. 395
56	087-09	Certification	United Association of Journeyman & Apprentices of the Plumbing & Pipef	Ganotec AGI
57	088-09	Certification	United Food and Commercial Workers, Local 1400	Avion Services Corp.
58	089-09	Certification	IATSE, Local 295	Covert Productions Inc.

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
59	090-09	Amendment	Communications, Energy and Paperworkers Union of Canada	Procor Limited
60	091-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	XL Foods Inc.
61	092-09	Amendment	Board of Education of the Sun West School Division No. 207	Canadian Union of Public Employees
62	093-09	Certification	United Food and Commercial Workers, Local 1400	Affinity Credit Union
63	094-09	Rescission	Lesyk, Colin	Barrich Farms (1994) Ltd.
64	095-09	Rescission	Stockman, Lyle	Rural Municipality of Frenchman Butte #501
65	096-09	Amendment	Public Service Commission	Saskatchewan Government and General Employees' Union
66	097-09	Certification	International Ass'n of B.O.R. Iron Workers, Local No. 771	X-Act Contracting Ltd.
67	098-09	Objection to Conduct of Vote	Affinity Credit Union	United Food and Commercial Workers, Local 1400
68	099-09	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
69	100-09	First Collective Agreement	United Food and Commercial Workers, Local 1400	Barrich Farms (1994) Ltd.
70	101-09	Amendment	Rural Municipality of Meadow Lake No. 588	Saskatchewan Government and General Employees' Union
71	102-09	Certification	United Brotherhood of Carpenters & Joiners of America Local 1985	Aecon Constructors
72	103-09	Duty of Fair Representation	Liebrecht, Glenn	Canadian Office and Professional Employees Union, Local 397
73	104-09	Certification	Saskatchewan Government and General Employee's Union	Village of Ile a la Crosse
74	105-09	Duty of Fair Representation	Holden, Robert	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
75	106-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	XL Foods Inc.
76	107-09	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Wee-Lift Crane Services Ltd.
77	108-09	Duty of Fair Representation	Prebushewski, Lorraine	Canadian Union of Public Employees, Local No. 4777

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
78	109-09	Duty of Fair Representation	Fagerbakke, Sharon	Communications, Energy and Paperworkers Union, Local 649
79	110-09	Certification	International Association of Heat and Frost Insulators and Allied Work	Adler Insulation 2005 LTD
80	111-09	First Collective Agreement	United Food and Commercial Workers, Local 1400	Barrich Farms (1994) Ltd.
81	112-09	Certification	International Association of Bridge, Structural, Ornamental, and Reinf	Supermetal - Mojan Inc.
82	113-09	Duty of Fair Representation	Krasko, John	Canadian Auto Workers, CAW Local 4209
83	114-09	Essential Services Determination	Canadian Union of Public Employees	Regina Qu'Appelle Health Region
84	115-09	Rescission	Pitceathly, Brian	Rural Municipality of Paddockwood
85	116-09	Rescission	Wolms, Linda	Saskatchewan Government and General Employees' Union
86	117-09	Unfair / Successorship / Common Employer	United Food and Commercial Workers, Local 1400	Affinity Credit Union
87	118-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	XL Foods Inc.
88	119-09	Joint Amendment	Canadian Union of Public Employees	The City of Melville
89	120-09	Provisional Employee Determination	Saskatchewan Institute of Applied Science and Technology	Saskatchewan Government and General Employees' Union
90	121-09	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Aecon Constructors
91	122-09	Certification	International Brotherhood of Electrical Workers, Local 2038	PCL Intracon Power Inc.
92	123-09	Merger/Amalgamation	United Steelworkers	Northern Steel Industries Employees' Association *
93	124-09	Essential Services Determination	Canadian Union of Public Employees	Regina Qu'Appelle Health Region
94	125-09	Duty of Fair Representation	DM	Canadian Union of Public Employees, Local 1975/ University Employees' U
95	126-09	Rescission	Passmore, Brenda	621692 Saskatchewan Ltd. operating as Country Inn and Suites

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
96	127-09	Certification	United Brotherhood of Carpenters & Joiners of America Local 1985	Falcon Construction Ltd.
97	128-09	Rescission	Goohsen, Jody	Autumn House Independent Living Facility Inc.
98	129-09	Unfair Labour Practice	International Union of Operating Engineers, Local 870	North American Construction Group Inc.
99	130-09	Duty of Fair Representation	Cullingworth, Toby	International Brotherhood of Electrical Workers, Local 529
100	131-09	Duty of Fair Representation	Enefolo, Attah Mustapha	United Food and Commercial Workers, Local 1400
101	132-09	Certification	Sheet Metal Workers' International Association Local 296	Saxby Mechanical
102	133-09	Duty of Fair Representation	Ailsby, Dawn	Teamsters Local Union No. 395
103	134-09	Certification	Construction and General Workers Union, Local No. 180	TIC Canada
104	135-09	Amendment	United Food and Commercial Workers, Local 1400	Affinity Credit Union
105	136-09	Duty of Fair Representation	Chapman, Darryl J.	Advance Employees' Association
106	137-09	Certification	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
107	138-09	Duty of Fair Representation	DM	Canadian Union of Public Employees
108	139-09	Duty of Fair Representation	Miller, Patrick	Amalgamated Transit Union, Local 615
109	140-09	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179	Aecon Constructors
110	141-09	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179	Taurus Site Services Inc.
111	142-09	Certification	United Brotherhood of Carpenters & Joiners of America Local 1985	Taurus Site Services Inc.
112	143-09	Certification	International Brotherhood of Electrical Workers, Local 2038	Taurus Site Services Inc.
113	144-09	Certification	International Brotherhood of Electrical Workers, Local 2038	TIC Canada
114	145-09	Certification	United Food and Commercial Workers, Local 1400	7294051 Canada Limited, carrying on business as 'No Frills'

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
115	005-10	Duty of Fair Representation	DM	Canadian Union of Public Employees, Local 1975-01
116	146-09	Duty of Fair Representation	Moran, John Stephan	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union
117	001-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Taurus Site Services Inc.
118	002-10	Duty of Fair Representation	Peachey, William George	UFCW Canada Local 248-P
119	003-10	Duty of Fair Representation	Knihniski, Raymond Patrick	Teamsters Local Union No. 395
120	004-10	Certification	Canadian Office and Professional Employees Union, Local 397	University of Regina Faculty Association
121	006-10	Certification	International Brotherhood of Boilermakers, Local 555	Lockerbie & Hole Industrial Inc.
122	008-10	Essential Services Determination	Canadian Union of Public Employees	Attorney General of Saskatchewan
123	007-10	Duty of Fair Representation	Shah, Aijaz	International Brotherhood of Electrical Workers, Local 529
124	009-10	Joint Amendment	Wascana Centre Authority	Saskatchewan Government and General Employees' Union *
125	010-10	Objection to Conduct of Vote	United Food and Commercial Workers, Local 1400	The North West Company and/or Tora Regina (Tower) Limited, o/a Giant T
126	011-10	Unfair Labour Practice	Gaudon, Susan	Canadian Union of Public Employees, Local 3967
127	012-10	Unfair Labour Practice	Ilyia Alexander Luberti	Ranch Ehrlo Society
128	013-10	Reinstatement	Ilyia Alexander Luberti	Ranch Ehrlo Society
129	014-10	Monetary Loss	Ilyia Alexander Luberti	Ranch Ehrlo Society
130	015-10	Duty of Fair Representation	Debbi Stevenson	Saskatchewan Government and General Employees' Union
131	016-10	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Saskatchewan Association of Health Organizations
132	017-10	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitting Industry	Chemco Electrical Contractors Ltd.
133	018-10	Employee Determination	City of Regina	Canadian Union of Public Employees, Local 7
134	019-10	Unfair Labour Practice	Teamsters Local Union No. 395	PCL Industrial Constructors Inc.
135	020-10	Certification	Canadian Union of Public Employees, Local 4962	Native Coordinating Council

Ref.	LRB File No.	Issue	Applicant	Respondent *Co-Applicant
136	021-10	Objection to Conduct of Vote	United Food and Commercial Workers, Local 1400	Affinity Credit Union
137	022-10	Unfair Labour Practice	United Brotherhood of Carpenters and Joiners of America, Local 1985	JV Driver Projects Inc.
138	023-10	Reinstatement	United Brotherhood of Carpenters and Joiners of America, Local 1985	JV Driver Projects Inc.
139	024-10	Monetary Loss	United Brotherhood of Carpenters and Joiners of America, Local 1985	JV Driver Projects Inc.
140	025-10	Certification	United Brotherhood of Carpenters and Joiners of America, Local 1985	JV Driver Projects Inc.
141	026-10	Duty of Fair Representation	Eckel, Carolyn	Amalgamated Transit Union, Local 615
142	027-10	Certification	Construction and General Workers Union, Local No. 180	Taurus Site Services Inc.
143	028-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	DLB Cranes Ltd.
144	030-10	Certification	International Brotherhood of Electrical Workers, Local 2038	A & S Holdings
145	029-10	Joint Amendment	International Brotherhood of Electrical Workers, Local 2038	Chemco Electrical Contractors Ltd.
146	031-10	Certification	International Brotherhood of Electrical Workers, Local 2038	Aecon Constructors
147	032-10	Certification	International Association of Bridge, Structural, Ornamental, and Reinf	R. Litz and Sons Company Ltd.
148	033-10	Certification	International Brotherhood of Boilermakers, Local 555	Northern Crane Services Inc.
A	155-07	Reconsideration		
B	019-05	Reconsideration		
C	026-04	Reconsideration		
D	287-00	Reconsideration		

Appendix 6: Decisions Rendered, Final

by: File No./Date filed/First/Last Date Heard/ Decision Date and No. of Days to Decision /Board Members Hearing Matter. (As required under s.21.(3)(b)(c) of *The Trade Union Act*)

Note: Table spans two pages

LRB File No.	Date Filed	Application Type	Date First Heard	Date Last Heard	Total Days to Decision	Date Concluded
037-09	4/8/2009	Scope Determination	1/12/2009	1/12/2009	0	1/12/2009
189-08	11/18/2008	Duty of Fair Representation	4/23/2009	4/23/2009	0	4/23/2009
197-08	12/4/2008	Certification	1/21/2009	4/23/2009	0	4/23/2009
013-09	2/24/2009	Certification	3/16/2009	4/23/2009	0	4/23/2009
016-09	2/26/2009	Certification	3/19/2009	3/19/2009	35	4/23/2009
036-09	4/6/2009	Joint Amendment	4/23/2009	4/23/2009	0	4/23/2009
024-09	3/18/2009	Transfer of Obligation	5/6/2009	5/6/2009	0	5/6/2009
025-09	3/20/2009	Certification	4/23/2009	5/6/2009	0	5/6/2009
031-09	3/31/2009	Certification	4/23/2009	5/6/2009	0	5/6/2009
028-09	3/26/2009	Amendment	5/12/2009	5/12/2009	0	5/12/2009
017-09	3/2/2009	Certification	3/19/2009	8/18/2009	0	8/18/2009
014-09	2/23/2009	Rescission	4/13/2009	5/19/2009	0	5/19/2009
010-09	2/19/2009	Duty of Fair Representation	5/22/2009	5/22/2009	0	5/22/2009
042-09	4/17/2009	Amendment	5/25/2009	5/25/2009	0	5/25/2009
198-08	12/5/2008	Certification	6/10/2009	6/10/2009	0	6/10/2009
263-04	10/26/2004	Rescission	11/20/2004	8/4/2009	0	8/4/2009
039-09	4/9/2009	Rescission	4/29/2009	8/4/2009	0	8/4/2009
048-09	5/25/2009	Exclusion on Religious Grounds	8/4/2009	8/4/2009	0	8/4/2009
053-09	5/29/2009	Exclusion on Religious Grounds	8/4/2009	8/4/2009	0	8/4/2009
050-09	5/26/2009	Certification	6/10/2009	8/18/2009	0	8/18/2009
075-09	6/29/2009	Certification	7/22/2009	8/18/2009	0	8/18/2009
085-09	8/4/2009	Joint Amendment	8/18/2009	8/18/2009	0	8/18/2009
029-07	3/15/2007	Successorship	11/8/2009	11/8/2009	0	11/8/2009
021-09	3/10/2009	Unfair Labour Practice	11/18/2009	11/18/2009	0	11/18/2009
145-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
153-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
156-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
155-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
149-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
151-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
150-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
157-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
158-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
147-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
146-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009

Decisions	Chair/Vice	Panel	DFV/ ORDER	Chair/Vice	Panel
No Reasons	Kenneth Love, Q.C.	White/Siemens			
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl			
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	1/22/2009	Kenneth Love, Q.C.	Cuthbert/Werezak
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	3/16/2009	Kenneth Love, Q.C.	McCormick/Cruson
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	3/17/2009	Kenneth Love, Q.C.	Cruson/McCormick
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl			
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl			
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl	4/23/2009	Kenneth Love, Q.C.	McCormick/Ahl
No Reasons	Kenneth Love, Q.C.	Ahl/Wagner	5/23/2009	Kenneth Love, Q.C.	McCormick/Ahl
No Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	3/19/2009	Kenneth Love, Q.C.	McDonald/Gitzel
No Reasons	Kenneth Love, Q.C.	Hamilton/McCormick	4/13/2009	Kenneth Love, Q.C.	Gitzel/McDonald
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl			
No Reasons	Kenneth Love, Q.C.	Werezak/Cuthbert			
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl			
No Reasons	Kenneth Love, Q.C.	Hamilton/McCormick	6/10/2009	Steven Schiefner	Ahl/McCormick
No Reasons	Kenneth Love, Q.C.	Hamilton/McCormick	6/30/2009	Steven Schiefner	McDonald/Cuthbert
No Reasons	Kenneth Love, Q.C.	Hamilton/McCormick			
No Reasons	Kenneth Love, Q.C.	Hamilton/McCormick			
No Reasons	Kenneth Love, Q.C.	Ahl/Cymbalisty	6/10/2009	Steven Schiefner	Ahl/McCormick
No Reasons	Kenneth Love, Q.C.	Ahl/Cymbalisty	7/22/2010	Steven Schiefner	Gitzel/Caudle
No Reasons	Kenneth Love, Q.C.	Ahl/Cymbalisty			
No Reasons	Kenneth Love, Q.C.	Ahl/Wagner			
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			

LRB File No.	Date Filed	Application Type	Date First Heard	Date Last Heard	Total Days to Decision	Date Concluded
152-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
148-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
144-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
154-04	5/6/2004	Unfair Labour Practice	10/15/2009	11/30/2009	0	11/30/2009
095-09	8/27/2009	Rescission	9/16/2009	11/30/2009	0	11/30/2009
104-09	9/18/2009	Certification	10/16/2009	11/30/2009	0	11/30/2009
110-09	9/23/2009	Certification	10/16/2009	11/30/2009	0	11/30/2009
112-09	9/25/2009	Certification	10/16/2009	11/30/2009	0	11/30/2009
018-09	3/6/2009	Rescission	12/9/2009	1/12/2010	0	1/12/2010
121-09	10/23/2009	Certification	11/18/2009	1/12/2010	0	1/12/2010
128-09	11/9/2009	Rescission	11/30/2009	1/12/2010	0	1/12/2010
132-09	11/18/2009	Certification	12/8/2010	1/12/2010	0	1/12/2010
126-09	11/4/2009	Rescission	11/18/2009	1/19/2010	10	1/29/2010
137-09	11/27/2009	Certification	12/8/2009	1/29/2010	0	1/29/2010
145-09	12/22/2009	Certification	1/12/2010	1/29/2010	0	1/29/2010
001-10	1/8/2010	Certification	1/28/2010	3/17/2010	0	3/17/2010
004-10	1/13/2010	Certification	2/3/2010	3/17/2010	0	3/17/2010
006-10	1/21/2010	Certification	2/24/2010	3/17/2010	0	3/17/2010
017-10	2/9/2010	Certification	2/24/2010	3/17/2010	0	3/17/2010
056-09	6/8/2009	Certification	7/22/2009	12/9/2009	51	1/29/2010
052-07	5/16/2007	Unfair Labour Practice	4/22/2008	12/12/2008	129	4/20/2009
053-07	5/16/2007	Technological Change	4/22/2008	12/12/2008	129	4/20/2009
117-07	9/26/2007	Unfair Labour Practice	4/22/2008	12/12/2008	129	4/20/2009
191-08	11/26/2008	Rescission	12/18/2008	4/23/2009	0	4/23/2009
006-09	1/28/2009	Rescission	2/13/2009	2/13/2009	69	4/23/2009
155-07	12/11/2008	Reconsideration	4/21/2008	5/6/2009	0	5/6/2009
158-08	7/18/2008	Unfair Labour Practice	1/7/2009	4/3/2009	59	6/1/2009
011-09	2/23/2009	Amendment	5/25/2009	5/26/2009	52	7/17/2009
055-09	5/29/2009	Amendment	7/15/2009	7/15/2009	40	8/24/2009
029-09	3/26/2009	Unfair Labour Practice	7/13/2009	7/14/2009	42	8/25/2009
238-05	2/20/2009	Reconsideration	8/25/2009	8/25/2009	23	9/17/2009
192-08	12/1/2008	Duty of Fair Representation	3/30/2009	9/10/2009	21	10/1/2009
186-08	11/6/2008	Unfair Labour Practice	5/12/2009	9/25/2009	66	11/30/2009
026-04	2/11/2004	Reconsideration	11/30/2009	1/15/2010	0	1/15/2010
015-07	2/9/2007	Duty of Fair Representation	11/2/2009	12/7/2009	58	2/3/2010
098-09	8/28/2009	Objection to Conduct of Vote	3/17/2010	3/22/2010	0	3/22/2010
287-00	11/20/2000	Reconsideration	1/28/2010	1/29/2010	61	3/31/2010
023-08	2/29/2008	Amendment	6/10/2009	6/10/2009	0	6/10/2009
175-08	10/21/2008	Certification	11/21/2008	6/29/2009	0	6/29/2009
040-09	4/14/2009	Unfair Labour Practice	6/29/2009	6/29/2009	0	6/29/2009

Decisions	Chair/Vice	Panel	DFV/ ORDER	Chair/Vice	Panel
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	9/16/2009	Steven Schiefner	Ahl/Siemens
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	10/16/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	10/16/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	10/16/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	White/Siemens	12/9/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	White/Siemens	11/18/2009	Kenneth Love, Q.C.	Wagner/Ahl
No Reasons	Kenneth Love, Q.C.	White/Siemens	11/30/2009	Kenneth Love, Q.C.	Cruson/McCormick
No Reasons	Kenneth Love, Q.C.	White/Siemens	12/8/2010	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	McDonald/Ahl	11/18/2009	Kenneth Love, Q.C.	Wagner/Ahl
No Reasons	Kenneth Love, Q.C.	McDonald/Ahl	12/8/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Kenneth Love, Q.C.	McDonald/Ahl	1/12/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Caudle/Gitzel	1/28/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Caudle/Gitzel	2/8/2010	Kenneth Love, Q.C.	Gitzel/McCormick
No Reasons	Kenneth Love, Q.C.	Caudle/Gitzel	2/24/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Caudle/Gitzel	2/24/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	Ahl/McCormick	8/19/2009	Steven Schiefner	Gitzel/Caudle
Reasons	Kenneth Love, Q.C.	White/Siemens			
Reasons	Kenneth Love, Q.C.	White/Siemens			
Reasons	Kenneth Love, Q.C.	White/Siemens			
Reasons	Kenneth Love, Q.C.	McCormick/Ahl	1/22/2009	Kenneth Love, Q.C.	Cuthbert/Werezak
Reasons	Kenneth Love, Q.C.	McCormick/Ahl	2/13/2009	Kenneth Love, Q.C.	Hamilton/McDonald
Reasons	Kenneth Love, Q.C.	Gitzel/Werezak			
Reasons	Kenneth Love, Q.C.	single panel			
Reasons	Kenneth Love, Q.C.	Werezak/Cuthbert			
Reasons	Kenneth Love, Q.C.	Hamilton/McCormick			
Reasons	Kenneth Love, Q.C.	Hamilton/Ottenson			
Reasons	Kenneth Love, Q.C.	McDonald/Ahl			
Reasons	Kenneth Love, Q.C.	single panel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
Reasons	Kenneth Love, Q.C.	single panel			
Reasons	Kenneth Love, Q.C.	Caudle/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Ahl			
No Reasons	Steven Schiefner	Ahl/McCormick			
No Reasons	Steven Schiefner	McDonald/Cuthbert	11/21/2008	Steven Schiefner	Gitzel/Caudle
No Reasons	Steven Schiefner	McDonald/Cuthbert			

LRB File No.	Date Filed	Application Type	Date First Heard	Date Last Heard	Total Days to Decision	Date Concluded
047-09	5/19/2009	Certification	6/10/2009	6/29/2009	0	6/29/2009
052-09	5/29/2009	Rescission	6/10/2009	7/22/2009	0	7/22/2009
054-09	5/29/2009	Rescission	6/29/2009	9/3/2009	0	9/3/2009
067-09	6/22/2009	Certification	7/22/2009	9/16/2009	0	9/16/2009
069-09	6/24/2009	Certification	7/22/2009	9/16/2009	0	9/16/2009
068-09	6/24/2009	Certification	7/22/2009	9/16/2009	0	9/16/2009
083-09	7/24/2009	Certification	9/3/2009	9/16/2009	0	9/16/2009
087-09	8/5/2009	Certification	8/26/2009	9/16/2009	0	9/16/2009
089-09	8/14/2009	Certification	9/16/2009	9/16/2009	0	9/16/2009
090-09	8/18/2009	Amendment	9/16/2009	9/16/2009	0	9/16/2009
092-09	8/20/2009	Amendment	9/16/2009	9/16/2009	0	9/16/2009
081-09	7/20/2009	Joint Amendment	9/21/2009	9/21/2009	0	9/21/2009
167-08	9/24/2008	Certification	11/21/2008	10/16/2009	0	10/16/2009
093-09	8/21/2009	Certification	9/16/2009	10/16/2009	0	10/16/2009
097-09	8/28/2009	Certification	9/16/2009	10/16/2009	0	10/16/2009
102-09	9/8/2009	Certification	10/16/2009	11/10/2009	0	11/10/2009
107-09	9/18/2009	Certification	10/16/2009	11/10/2009	0	11/10/2009
123-09	11/2/2009	Merger/Amalgamation	11/10/2009	11/10/2009	0	11/10/2009
088-09	8/12/2009	Certification	9/3/2009	12/10/2009	0	12/10/2009
115-09	10/13/2009	Rescission	11/10/2009	12/10/2009	0	12/10/2009
119-09	10/21/2009	Joint Amendment	12/10/2009	12/10/2009	0	12/10/2009
122-09	10/29/2009	Certification	11/18/2009	12/10/2009	0	12/10/2009
146-07	11/29/2007	Joint Amendment	12/18/2009	12/18/2009	0	12/18/2009
127-09	11/6/2009	Certification	11/30/2009	1/22/2010	0	1/22/2010
134-09	11/19/2009	Certification	12/8/2009	1/22/2010	0	1/22/2010
141-09	12/16/2009	Certification	1/11/2010	2/9/2010	0	2/9/2010
142-09	12/17/2009	Certification	1/11/2010	2/9/2010	0	2/9/2010
144-09	12/21/2009	Certification	1/11/2010	2/9/2010	0	2/9/2010
143-09	12/21/2009	Certification	1/11/2010	2/9/2010	0	2/9/2010
198-08	12/5/2008	Provisional	2/12/2009	2/12/2009	67	4/20/2009
010-08	1/18/2008	Amendment	3/9/2009	3/11/2009	50	4/30/2009
113-06	7/13/2006	Successorship	2/23/2009	6/10/2009	0	6/10/2009
133-07	11/5/2007	Rescission	11/28/2008	6/10/2009	0	6/10/2009
193-08	12/1/2008	Unfair Labour Practice	5/25/2009	5/25/2009	30	6/24/2009
079-09	7/16/2009	Certification	8/4/2009	9/3/2009	0	9/3/2009
078-09	7/16/2009	Certification	8/4/2009	9/3/2009	0	9/3/2009
030-09	3/30/2009	Rescission	8/27/2009	9/16/2009	0	9/16/2009
032-09	4/2/2009	Rescission	8/27/2009	9/16/2009	0	9/16/2009
045-09	4/29/2009	Rescission	7/28/2009	9/21/2009	0	9/21/2009

Decisions	Chair/Vice	Panel	DFV/ ORDER	Chair/Vice	Panel
No Reasons	Steven Schiefner	McDonald/Cuthbert	6/10/2009	Steven Schiefner	Ahl/McCormick
No Reasons	Steven Schiefner	Gitzel/Caudle	6/10/2009	Steven Schiefner	Ahl/McCormick
No Reasons	Steven Schiefner	Hamilton/McDonald	6/29/2009	Steven Schiefner	McDonald/cuthbert
No Reasons	Steven Schiefner	Siemens/Ahl	7/22/2009	Steven Schiefner	Gitzel/Caudle
No Reasons	Steven Schiefner	Siemens/Ahl	7/22/2009	Steven Schiefner	Gitzel/Caudle
No Reasons	Steven Schiefner	Siemens/Ahl	7/22/2009	Steven Schiefner	Gitzel/Caudle
No Reasons	Steven Schiefner	Ahl/Siemens	9/3/2009	Steven Schiefner	Hamilton/McDonald
No Reasons	Steven Schiefner	Siemens/Ahl	8/26/2009	Steven Schiefner	Hamilton/McDonald
No Reasons	Steven Schiefner	Ahl/Siemens			
No Reasons	Steven Schiefner	Ahl/Siemens			
No Reasons	Steven Schiefner	Ahl/Siemens			
No Reasons	Steven Schiefner	Crusons/Siemens			
No Reasons	Steven Schiefner	Caudle/Gitzel	11/21/2008	Steven Schiefner	Gitzel/Caudle
No Reasons	Steven Schiefner	Caudle/Gitzel	9/16/2009	Steven Schiefner	Ahl/Siemens
No Reasons	Steven Schiefner	Caudle/Gitzel	9/16/2009	Steven Schiefner	Ahl/Siemens
No Reasons	Steven Schiefner	Gitzel/McDonald	10/16/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Steven Schiefner	Gitzel/McDonald	10/16/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Steven Schiefner	Gitzel/McDonald			
No Reasons	Steven Schiefner	McDonald/Gitzel	9/3/2009	Kenneth Love, Q.C.	White/Siemens
No Reasons	Steven Schiefner	Gitzel/McDonald	11/10/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Steven Schiefner	Gitzel/McDonald			
No Reasons	Steven Schiefner	McDonald/Gitzel	11/18/2009	Kenneth Love, Q.C.	Wagner/Ahl
No Reasons	Steven Schiefner	McCormick/Hamilton			
No Reasons	Steven Schiefner	Hamilton/McCormick	12/10/2009	Steven Schiefner	McDonald/Gitzel
No Reasons	Steven Schiefner	Hamilton/McCormick	12/8/2009	Steven Schiefner	Caudle/Gitzel
No Reasons	Steven Schiefner	McCormick/Hamilton	1/11/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	McCormick/Hamilton	1/11/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	McCormick/Hamilton	1/11/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	McCormick/Hamilton	1/11/2010	Kenneth Love, Q.C.	EO
Reasons	Steven Schiefner	Shoulak/Colpitts	2/12/2009	Steven Schiefner	Shoulak/Colpitts
Reasons	Steven Schiefner	Siemens/White			
Reasons	Steven Schiefner	Ahl/Caudle	11/28/2008	James Seibel	Gitzel/Werezak
Reasons	Steven Schiefner	Ahl/McCormick	5/13/2009	Steven Schiefner	McCormick/ Wainwright
Reasons	Steven Schiefner	single panel			
Reasons	Steven Schiefner	Hamilton/McDonald	8/18/2009	Kenneth Love, Q.C.	Ahl/Cymbalisty
Reasons	Steven Schiefner	Hamilton/McDonald	8/18/2009	Kenneth Love, Q.C.	Ahl/Cymbalisty
Reasons	Steven Schiefner	Siemens/Ahl			
Reasons	Steven Schiefner	Siemens/Ahl	8/27/2009	Steven Schiefner	Ottenson/Cruson
Reasons	Steven Schiefner	Cruson/Siemens	7/29/2009	Steven Schiefner	Wagner/Wainwright

LRB File No.	Date Filed	Application Type	Date First Heard	Date Last Heard	Total Days to Decision	Date Concluded
043-09	4/30/2009	Unfair Labour Practice	4/30/2009	9/3/2009	36	10/9/2009
062-09	6/16/2009	Certification	7/16/2009	7/17/2009	91	10/16/2009
066-08	5/16/2008	Duty of Fair Representation	5/5/2009	9/17/2009	33	10/20/2009
051-09	5/26/2009	Unfair Labour Practice	9/23/2009	9/23/2009	57	11/19/2009
072-09	6/25/2009	Unfair Labour Practice	9/23/2009	9/23/2009	57	11/19/2009
079-06	5/30/2006	Amendment	10/1/2009	10/7/2009	76	12/22/2009
124-09	11/3/2009	Essential Services Determination	11/19/2009	12/16/2009	55	2/9/2010
125-09	11/4/2009	Duty of Fair Representation	2/4/2010	2/10/2010	0	2/10/2010
026-09	3/23/2009	Unfair Labour Practice	1/18/2010	1/18/2010	58	3/17/2010
077-09	7/14/2009	Duty of Fair Representation	12/7/2009	2/24/2010	29	3/25/2010

Decisions	Chair/Vice	Panel	DFV/ ORDER	Chair/Vice	Panel
Reasons	Steven Schiefner	McDonald/Hamilton			
Reasons	Steven Schiefner	Caudle/Gitzel	7/17/2009	Kenneth Love, Q.C.	Wagner/Hamilton
Reasons	Steven Schiefner	single panel			
Reasons	Steven Schiefner	Hamilton/wagner			
Reasons	Steven Schiefner	Hamilton/wagner			
Reasons	Steven Schiefner	McDonald/Werezak			
Reasons	Steven Schiefner	Hamilton/Wagner	11/19/2009	Steven Schiefner	Wagner/Hamilton
Reasons	Steven Schiefner	McCormick/Hamilton			
Reasons	Steven Schiefner	Gitzel/Werezak			
Reasons	Steven Schiefner	single panel			

Appendix 7: Summary of decisions rendered, final v. interim
 (as required under s.21(3)(d) of *The Trade Union Act.*)

	Total Number	Decisions with Reasons	Decisions without Reasons	Orders	Final	Interim*	Average Final Days	Average Interim Days
Kenneth Love, Q.C.	99	18	54	27	73	26	13.52	3.00
Steven Schiefner	86	20	32	34	53	33	12.28	17.00
Total And Collective Averages	185	38	86	61	126	59	12.90	10.00

* Interim Applications under s.5.3 are not included but includes s.6(1) or any decision/order which does not dispose of a matter

• Source: ProLaw Data Management

Appendix 8: Outstanding issue as of March 31, 2010
(tabulated by calendar year)

Year	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	227-00	192-01	149-02	227-03	011-04		071-06	052-07	195-08	005-09	005-10
					016-04		053-06	053-07	165-08	004-09	002-10
					026-04		113-06	117-07		007-09	003-10
					096-04			155-07		009-09	007-10
					069-04			133-07		019-09	010-10
					181-04			048-07		020-09	011-10
					194-04			029-07		022-09	014-10
								001-07		027-09	013-10
								151-07		035-09	012-10
								146-07		033-09	018-10
								139-07		044-09	020-10
								140-07		058-09	019-10
								120-07		059-09	024-10
								015-07		061-09	021-10
								041-07		064-09	023-10
								152-07		070-09	022-10
								200-07		076-09	025-10
								030-07		084-09	027-10
										082-09	026-10
										091-09	028-10
										094-09	030-10
										096-09	029-10
										106-09	031-10
										108-09	032-10
										109-09	033-10
										111-09	
										113-09	
										117-09	
										118-09	
										120-09	
										129-09	
										130-09	
										131-09	
										135-09	
										138-09	
										139-09	
	1	1	1	1	7	0	3	18	2	36	25

• Source: Board Records

Where to Obtain Additional Information

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